



BUSINESS OUTCOMES

INDUSTRY:

Production & Maintenance

SOLUTION:

SecureFit®

Manufacturer Increases Safety, Attendance and Productivity

Authors: Jessica Petor, M.S., Amie Lawrence, Ph.D. & Kristin Delgado, M.S.

The Situation

One of the world's leading manufacturers and marketers of tissue, packaging, paper, pulp and building products wanted to improve the quality of their hourly workforce. Specifically, they wanted to increase safety, attendance and productivity.

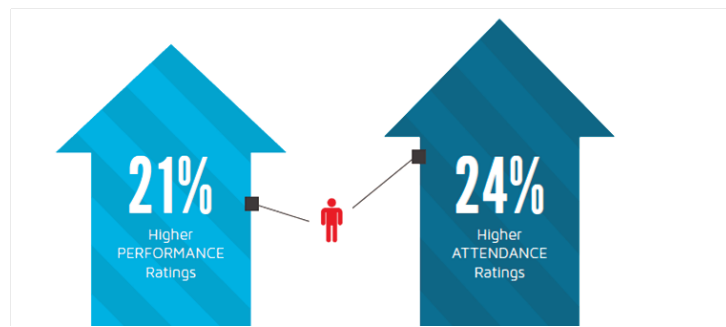
The Solution

This organization partnered with Select International to design and develop an efficient and effective selection process to attain these goals. Select worked with them to design a process from application to interview that included two online assessments. The assessment process was implemented at all of their facilities in North America. A short screening assessment, SecureFit®, was included in the process at the beginning of the hiring process to screen out undesirable candidates.

To establish a relationship between the assessment and key organizational outcomes, the organization conducted a concurrent validation study across two positions and three divisions. A group of current employees completed the assessment and supervisors provided job performance ratings on the same individuals. Additionally, the organization provided accident, attendance and disciplinary information to Select. The assessment scores were compared to the key outcomes variables and the results were very strong.

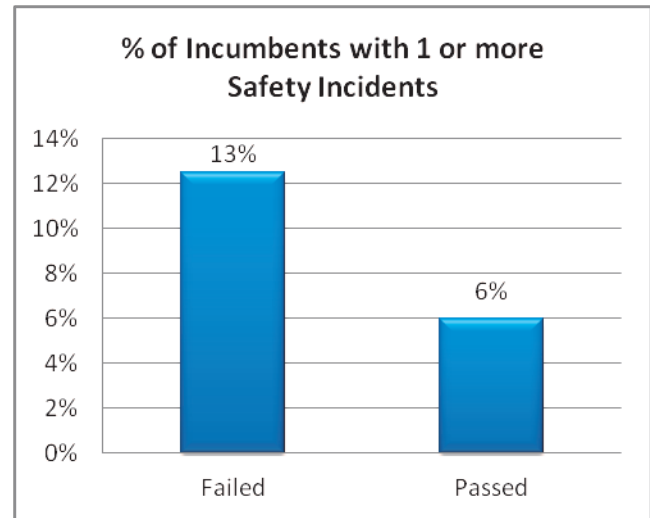
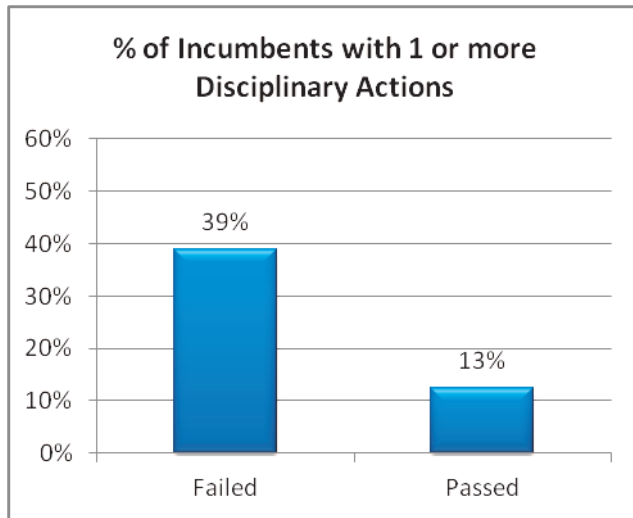
Outcomes

The SecureFit assessment places individuals into one of four categories based on their assessment scores: Very Good Fit, Good Fit, Potential Fit and Poor Fit. Typically individuals in the Poor Fit category are not progressed to the next stage of the hiring process. A comparison of the performance ratings for the employees in these groups showed a clear difference between the employees in the Very Good Fit category as compared to Poor Fit – 21% higher performance ratings and 24% higher attendance ratings. This means that employees who scored well on the assessment were rated as higher performers and were more likely to reliably come to work.





The assessment was also compared to disciplinary actions and safety incidents. When looking at the employees who passed the assessment versus those who failed the assessment (Poor Fit), the Poor Fit group clearly had more disciplinary actions – 3 times more and twice as many safety incidents.



Summary

SecureFit accurately identifies high performing individuals who are less likely to be absent, involved in disciplinary issues and safety incidents. By implementing the SecureFit assessment, this organization will improve the quality of their production workforce by improving performance, attendance and safety!

FACTS ABOUT INJURIES & INCIDENTS

- According to a recent study by the U.S. Bureau of Labor Statistics, slightly more than one half of the 3 million private industry injury and illness cases reported nationally in 2012 were of a more serious nature that involved days away from work, job transfer or restriction—commonly referred to as DART cases.
- In 2012, these occurred at a rate of 1.8 cases per 100 workers (U.S. Department of Labor, Bureau of Labor Statistics, News Release, November 7, 2012. USDL-13-2119).
- Therefore, nearly 50 percent of all injuries are severe enough to lead to loss of work, restricted duty upon return and/or transferring out of the original job.
- It costs \$89.6 billion in wages and productivity, losses.

For over 20 years, Select International, Inc. has provided superior assessment products and solutions for its clients. Many of the world's largest and most successful organizations trust us with their hiring and retention goals. Whether your company

Select International, Inc.
5700 Corporate Drive, Suite 250
Pittsburgh, PA 15237
800-786-8595
www.selectinternational.com

needs pre-employment screening, personnel evaluation, in-depth leadership assessment or behavioral interviewing, Select International has a solution to meet - *and then exceed* - your needs.